



Heronswood Primary School and Pre-School

EQUALITY & COHESION POLICY

Heronswood Primary School aims to create a fair and just school community that promotes social inclusion, community cohesion and equality. A school community that respects diversity and which challenges and acts upon discrimination and inequality.

Heronswood Primary School provides education for all, acknowledging that the society within which we live is enriched by diversity. Heronswood Primary School strives to ensure that the culture and ethos of the school reflects all members of the school community, where everyone is equally valued and treats one another with respect and fairness. Pupils are provided with the opportunity to experience, understand and celebrate diversity.

Heronswood Primary School will not tolerate harassment of any kind. We are committed to combating all forms of discrimination.

Heronswood Primary School recognises that monitoring and evaluation of equality is essential to ensure that pupils are not being disadvantaged – monitoring will include gender, disability and ethnicity.

We aim to:

- Promote equality - by assessing the impact of our policies on different groups.
- Challenge discrimination - by acting quickly to deal with bullying that is aimed at groups as well as individuals.
- Promote cohesion - through international links and community events.
- Give a high profile to rights and responsibilities throughout the school community, particularly through the school council.
- Develop cohesion and equality work throughout the school community as part of our school improvement and school evaluation processes.
- Work in partnership with pupils, parents/carers and other agencies in the community to develop good practice.
- Ensure curriculum opportunities are created that promote equality and cohesion for example in Geography, RE and PSHE.
- Encourage diversity and avoid discrimination in the areas of recruitment, training and promotion.

Heronswood Primary School recognises that staff have rights as employees to work in a supportive, safe and harassment free environment and that staff have individual and collective responsibility to value and respect each other's contributions.

Our SEN Policy demonstrates our commitment to pupil participation, parent partnership, resource allocation and curriculum access.

All Staff and Governors will challenge discrimination on the grounds of gender, age, race, disability, sexuality, religion or belief, national origin, national status, marital status and socio-economic background.

Adopted – July 2016

Review Date – July 2018